



Candidate Brief

Non-Executive Member

Jersey Competition Regulatory Authority

August 2024

Contents

Foreword.....	3
Background	4
The Board	4
Current Board:	4
Stephanie Liston, Chair	4
Paul Masterton	5
Lara Stoimenova	5
Ian Walden	6
Tim Ringsdore, Chief Executive Officer and Executive Member	6
Sarah Price, Chief Operating Officer and Board Secretary	7
The Role	7
Person Specification	8
Commitment Required	9
The Recruitment Process.....	9
How to Apply	10

Foreword

Dear Candidate

Thank you for your interest in the role of Non-Executive Member of the Jersey Competition Regulatory Authority (the **Authority**).

Jersey has a strong and vibrant economy and the Authority fulfils a number of vital functions, including administration of competition law, and regulation of port operations, postal services and the telecommunications sectors. In addition, the Authority provides guidance and advice to Government and business, and has a role in representing Jersey overseas.

In the field of competition law and across its regulated sectors, the Authority's core objective is to ensure that consumers receive the best value, choice and access to high quality services, while promoting, competition and the interests of citizens, consumers and businesses. The Authority must also show itself to be pro-business and capable of innovation and adaptation to the needs of fast-changing and evolving economies.

As the Chair, I believe the Authority's Board must demonstrate an understanding of scale and proportionality, while pursuing the Authority's core objectives. An independent and commercial approach based upon a clear understanding of the needs of our stakeholders (including Government, businesses, citizens and consumers) will provide a lasting legacy and allow the Authority to continue to serve the needs of Jersey's economy.

Paul Masterton has been a valued member of the Board, and we are now in the process of seeking a successor with similar experience and qualifications.

I look forward to meeting the candidates applying to fill this interesting and demanding position.

Stephanie Liston

Chair, Jersey Competition Regulatory Authority

Background

The Authority was established in 2001 under the Competition Regulatory Authority (Jersey) Law 2001.

It operates as a combined competition and markets body and economic regulator. In Jersey, the telecoms, ports and postal sectors are regulated by the Authority, which is also responsible for administering the Competition (Jersey) Law 2005. The Authority promotes competition and consumers' interests and aims to ensure that consumers receive the best value, choice and access to high quality services.

The Authority receives its funding from its own direct licensing activities, plus grants from the Government of Jersey for competition law administration.

The Authority exercises legal duties and obligations and also sits as a quasi-judicial decision-making body affecting the rights of third parties. The Authority can also be called on to advise Government on matters of economic regulation and competition and developing the work of the JCRA as a markets Authority is a Government priority.

Jersey has a high-value economy and therefore decisions made by the Authority can have material local economic impact. The Authority's activities and decisions are highly visible and widely reported in the press. This is an important role within the context of the Island's economy.

Further information about the Authority's recent activities can be found at: www.jcra.je.

The Board

The Board complement is a Non-Executive Chair, three Non-Executive Members and one Executive Member. The Authority is seeking to fill a vacancy which will arise when Paul Masterton leaves the Board in March 2025.

The Board will meet approximately eight times a year in Jersey, with occasional meetings in London. It delegates to the Chief Executive operational delivery of the agreed strategy.

Current Board:

Stephanie Liston, Chair

Stephanie Liston is an acknowledged international expert in a wide range of technologies and has been a leading partner in the most respected communications law firms. She has significant experience in helping businesses navigate their marketing and communications strategies to address the broadest and most valuable markets.

As a dual American and British citizen who has lived and worked in the US, UK and British

Virgin Islands, Stephanie has extensive knowledge and experience of international and emerging markets. She specialises in providing international strategic, legal and regulatory advice in relation to a variety of types of projects and commercial transactions across multiple jurisdictions and industry sectors.

Stephanie served as an Independent Member of the BT Equality of Access Board; Chief Legal Advisor to the Telecommunications Regulatory Commission in the British Virgin Islands; a Non-Executive Director of Ofcom and as a member of its Audit Committee; an Advisory Board Member of Orga Systems GmbH; a Director of the European Competitive Telecommunications Association; and Co-Chairman of the Communications Committee of the International Bar Association.

Currently, Stephanie is; Chair of the UK Digital Connectivity Forum, Senior Advisor to Frontier Economics; Chief Executive Officer of Sequoia Way Limited; Associate Director of Innovation Advisors and Founder of Women in Telecoms and Technology.

Paul Masterton

Paul Masterton joined the Authority as a Non-Executive Board Member in February 2017 and is the Senior Independent Director of the Authority. He will leave the Board in February 2025.

His executive career included CEO roles in the printing, communications and distribution sectors in the UK, USA and Asia. From 2008 to 2013, Paul was the Chief Executive of the Durrell Wildlife Conservation Trust, an international wildlife charity.

Paul has a portfolio of non-executive directorships, in finance, infrastructure, insurance and property development and provides early stage investment and business development support to start-up companies. Complementing his business interests Paul is a governor of Highlands College and the University of Jersey and is an active charity fund raiser.

Lara Stoimenova

Lara was appointed a Non-Executive Board Member of the Authority in October 2020. Lara is a competition and regulatory economist with over 20 years' experience, with specialist expertise in telecoms and digital markets. She is the founder of Sigma Economics, a boutique strategy and economics consulting firm. She is also a non-executive member on the boards of Portsmouth Water, where she also chairs their Audit and Risk Committee, and the Payment Systems Regulator. Lara is also a trustee at Reform think-tank, dedicated to improving public services in the UK.

Prior to setting up her own company Lara was a partner at Flint Global, where she set up their Competition and Regulatory practice. She also worked in senior roles at Ofcom (the

UK communications regulator) and the CMA (the UK competition authority). Before joining the public sector, she spent considerable time in economic consulting working for Arthur Andersen and Deloitte.

Ian Walden

Dr Ian Walden is Professor of Information and Communications Law at the Centre for Commercial Law Studies (CCLS), Queen Mary, University of London. His publications include Media Law and Practice (2009), Free and Open Source Software (2013), Computer Crimes and Digital Investigations (2nd ed., 2016) and Telecommunications Law and Regulation (5th ed., 2018).

Ian has been a visiting professor at the universities of Texas, Melbourne and KU Leuven. Ian has been involved in law reform projects for the World Bank, European Commission, Council of Europe, Commonwealth and UNCTAD, as well as numerous individual states.

Ian was an ‘expert nationaux détaché’ to the European Commission (1995-96); Board Member and Trustee of the Internet Watch Foundation (2004-09); on the Executive Board of the UK Council for Child Internet Safety (2010-12); the Press Complaints Commission (2009-14); a member of the RUSI Independent Surveillance Review (2014-15); a member of the Code Adjudication Panel at the Phone-paid Services Authority (2016-21); a member of the European Commission Expert Group to support the application of the GDPR (2017-21), Director of CCLS (2018-22) and was appointed as a Non-Executive Board Member of the Jersey Competition Regulatory Authority in 2020.

Ian is a solicitor and Of Counsel to Baker McKenzie. Ian founded Queen Mary’s Legal initiative and is a principal investigator on the Cloud Legal Project and co-author of Cloud Computing Law (2nd ed., 2021).

Ian will take over as Senior Independent Member of the Authority when Paul Masterton steps down.

Tim Ringsdore, Chief Executive Officer and Executive Member

Tim is a seasoned professional with a diverse background spanning the realms of television, telecommunications, and regulatory governance. Born and raised in Jersey, his journey began in the television industry, where he dedicated 24 years to crafting captivating documentaries and wildlife programmes, taking him on adventures across the globe.

In the year 2000, Tim transitioned into the telecommunications sector, ascending to the role of Managing Director at JT, with operations in Jersey, Guernsey, and the UK. His expertise and leadership prowess then led him to the British Virgin Islands, where he assumed the position of Managing Director at Flow.

Driven by a desire to return to his roots, Tim made the decision to relocate back to Jersey in 2018. Since then, he has been a driving force at the Authority, where he currently serves as the Chief Executive Officer, a position he assumed in 2021.

Tim's professional ethos revolves around achieving tangible results by aligning strategic objectives with operational excellence. At the Authority, his focus lies in steering the organisation towards effectiveness and efficiency, while actively supporting the economic goals set by the Government of Jersey. He is deeply committed to ensuring that consumers benefit from optimal value, choice, and access to top-tier services, all while championing competition and safeguarding consumer interests.

Beyond his professional endeavours, Tim's commitment to excellence extends to his involvement in charitable initiatives. As the Chair of Sanctuary Trust, he plays a pivotal role in supporting homeless men within the community, underscoring his dedication to making a positive impact beyond the boardroom.

Sarah Price, Chief Operating Officer and Board Secretary

Sarah joined the Authority in October 2014. She was appointed as Company Secretary in July 2020.

Previously, Sarah was Company Secretary at Andium Homes during the incorporation of the former States Housing Department. Having started with Jersey Harbours in 2001, immediately prior to Andium she was Group Business Manager for Ports of Jersey (Jersey Harbours and Jersey Airport) where she was extensively involved in the incorporation project and setting up the Shadow Board in 2011. During her time with the States of Jersey, Sarah also worked on secondment with the States of Jersey Law Officers Department.

Sarah is Chair of the Corporate Governance Sub-Committee, Institute of Directors Jersey Branch.

Sarah completed a Master of Arts in European Competition Law from Kings College, London in 2019, having completed the Postgraduate Diploma in 2016 and has a Graduate Diploma in Law from Nottingham Trent University. She qualified as a Chartered Secretary in 2009 and completed her Chartered Shipbroker's exams in 2000. She holds the IoD Certificate in Company Direction.

The Role

The role of Non-Executive Member of the Authority includes the following responsibilities:

- Ensuring that the Authority's business is conducted in an impartial, open and efficient manner, is in accordance with international best practice and is properly considered in its decision-making.
- Providing advice and guidance in decision-making and on the strategic direction of the Authority, helping to establish a clear vision for the Authority.
- Maintaining a close working relationship with fellow Board members and the Executive, providing support and guidance and monitoring performance as required.
- Collaborating with fellow Board members and the Executive to foster and develop an appropriate and diverse range of talent, skills and experience.
- Together with other Board members, building and maintaining a positive reputation for the Authority so that it commands the trust and respect of all of its stakeholders - the public, consumers, businesses, political leaders and members of the States Assembly. The Board is also mindful of enhancing Jersey's reputation nationally and in the international community.
- Ensuring that the Board maintains an appropriate level of scrutiny of the operations and governance of the Authority, including financial probity and sound financial management, maintaining the Authority's independence.

Person Specification

Candidates for this position should ideally possess the following skills, experience and behaviours:

Part One - Experience

- Successful C-level executive career, with evidence of having operated at a senior level in a commercial, regulatory or public service environment with a successful track record of achievement in their professional field. Preferably this will include experience with operating companies.
- A strong focus on organisational performance management and public accountability.
- A strong focus on organisational development and change management.
- An understanding of consumer, competition and regulatory policy and the particular challenges faced by small island economies would be an advantage,
- In-depth experience of Jersey – from a business and political perspective – and skills to handle challenging issues;
- Wellconnected and respected in Jersey.
- Ability to engage with, advise and mentor the Team.
- This experience likely to have been gained through an extended period of residence in the Island.

Part Two – Personal Style and Behaviour

- The ability, stature and personal authority to establish credibility with the Board and key stakeholders and to be respected by peer groups on the wider international scene. To act as an ambassador for the Authority.
- The resilience, determination and integrity to reach well balanced judgments in an impartial, objective and transparent manner.
- The ability to demonstrate the highest standards of honesty, probity and integrity, in the performance of his/her functions and the encouragement of such standards across the Authority.
- An excellent communicator, politically astute and aware, with a thorough understanding of Government concerns and the public interest.
- A high level of analytical ability, combined with an ability to take a wide view of technical or economic matters, including an understanding of citizen and consumer interest.
- A keen interest in collaboration at Board level to reach consensus through debate leading to decision making that leads to successful outcomes for all stakeholders.

Commitment Required

It is envisaged that the time commitment for Non-Executive Members will be 8 to 10 board meetings and such other work as is required, equating to 20 days per year. This includes time required to review relevant papers, attend the Authority's meetings and liaise with key stakeholders.

In recognition of the time and commitment required for this non-executive position, an honorarium of £22,000 per annum is paid. The Remuneration Committee may approve up to two additional days per year at a day rate of £1,100 or £148.65 per hour based on a 7.4 hour day.

The Nolan Principles guide all appointments to public office and will be used as criteria for selection of this position. A copy of the Nolan principles can be found at Appendix A.

The Recruitment Process

The Authority is to seeking to identify an outstanding individual who would be interested in talking about the role in more detail.

Applications should be submitted by 30 September 2024. The short-listing process will take place shortly thereafter and once completed all applicants will be contacted. Interviews will take place in November 2024. If candidates find the interview schedule outlined above difficult, they should make this known at the start of the process.

The Government of Jersey believes that public bodies have a responsibility to demonstrate the principles of equal opportunities and diversity. Applications from all sectors and groups, especially those who are under-represented at senior levels within public service, are therefore encouraged to apply.

How to Apply

Applications should be made by submission of a full CV detailing your qualifications, employment skills and experience. Please also include a covering letter of no more than two pages.

- Please summarise the most significant contribution or impact that you have made at board level, what you believe you could bring to the Authority as a Non-Executive Member and how your background and experience meets the person specification.
- Please include the names and contact details of two referees who are in a position to comment on you professionally, with a brief indication of how long and in what capacity they have known you (referees will not be contacted without your prior agreement).

Please also include your full contact details including daytime and evening telephone numbers.

The application should be sent as follows:

By email to stephanie.liston@jcra.je and sarah.price@jcra.je. The closing date for applications is 30 September 2024.

If you would like to discuss the position or the process, please do not hesitate to contact the Chair, Stephanie Liston by email to arrange a call: stephanie.liston@jcra.je.

Appendix A

Nolan Principles

Non- Executive Directors are expected to apply the Nolan Principles which are set out below.

Selflessness

Holders of public office should take decisions solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or their friends.

Integrity

Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might influence them in the performance of their official duties.

Objectivity

In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

Accountability

Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

Openness

Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

Honesty

Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

Leadership

Holders of public office should promote and support these principles by leadership and example.